

State Benchmarking

March 4, 2010



State Major Initiatives

→ State of Oklahoma

- Currently planning comprehensive wellness program
 - Decisions pending on 2/26/2010:
 - Enhanced smoking cessation programs
 - HRA
 - 2012 distinct wellness compliant plan design
- Increased deductible in PY2008 from \$300 to \$500

→ State of Nebraska

- Continuation of Wellness strategy
 - Introduction of biometric screenings as additional requirement for Wellness PPO

→ State of Colorado

- Changes to medical plan offerings for PY2011 with implementation of new carrier

General Benefit Patterns in Public Sector

- ➔ Increases in deductibles and out-of-pocket maximums
 - Public sector deductibles range between \$0-\$1,000, with an average deductible of \$350 for individuals
- ➔ Adjustments to contribution schedules
 - Increased cost sharing amongst employees
 - Trends in dependent contributions
 - Trend towards not offering coverage to those with other insurance options
 - Continued focus to provide coverage to children
 - Competitive coverage for employees
- ➔ Strategic Wellness campaigns
 - Increasing engagement
 - Results tracking
 - Incentives
- ➔ Cost Saving measures due to budget cuts, shortfalls
 - Immediate cost savings achieved through plan design changes and/or contribution shifts
 - Long term cost saving strategies implemented such as heavy wellness initiatives, data analytic driven decisions, and increased compliance